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Lab faces opportunities, challenges

In an all-hands address to employees Tuesday, Director Michael Anastasio was upbeat about opportunities for the Laboratory in homeland security and recent successes in science and technology, but also warned of challenges ahead.

Anastasio also discussed operational issues, the budget, Homeland Security, changes at UC and NNSA, the situation at Los Alamos, outlined his priorities for the coming year and unveiled a list of 10 values developed by senior management to guide the Laboratory into the future.

To open the first Director's Update of the new year, Anastasio said it was important to reflect on the Lab's recent accomplishments. Activating the National Ignition Facility's (NIF) first bundle of four lasers was an "important milestone" and a "great success for the project and the Laboratory," he said. "This gives us confidence that NIF will meet its technical goals and the project is on track."

See **DIRECTOR'S UPDATE**, page 4



FRANK NUNEZ/IBIS

Director Michael Anastasio provided employees with an update on issues affecting the Laboratory in a televised presentation Tuesday.

Lab's 'A' List and Values
— Page 4,5

UC Regents reaffirm commitment to national labs

Managing the national laboratories is a vital part of the University of California legacy and UC Regents reaffirmed their commitment to continue oversight of the labs at a meeting of the board of regents Wednesday.

Regents vowed to take the necessary measures to restore confidence in the university's management of the national labs for the National Nuclear

See **REGENTS**, page 8

Laboratory's Homeland Security Organization begins to take shape

By Stephen Wampler

NEWSLINE STAFF WRITER

The Laboratory's new Homeland Security Organization (HSO) Director Wayne Shotts announced several strategic appointments Monday designed to help the nation's war on terrorism.

Six programs, charged with responsibility for developing technologies to reduce U.S. terrorism vulnerabilities in different areas, have been established and their acting managers have been selected.

A staff has also been named to build relationships with universities, industry, and federal, state and local government, all key partners in meeting homeland security challenges.

"The new Homeland Security Organization structure takes into account the threats most important to the nation," Shotts said. "We have to quickly and effectively find solutions."

The HSO will focus on defending against catastrophic terrorism, including nuclear, chemical, biological and cyber attacks, as well as other threats that can cause mass destruction or disruption.

The six HSO programs are:

- Chemical and Biological Countermeasures, which is being led by J. Patrick Fitch. Fitch has led the Chemical and Biological National Security Program for the past 16 months, directing a \$54 million program that develops biodetection instruments, the DNA signatures used by the instruments, as well as chem/bio modeling tools and decontamination and restoration technologies.
- Nuclear and Radiological Countermeasures, which will be headed on an acting basis by Page

See **HOMELAND**, page 8

National Ignition Facility sets new record for safety

The National Ignition Facility has long been a project of milestones: biggest scientific project, largest laser facility and most powerful laser.

Now TeamNIF proudly adds a new record — that of safety. On Dec. 13, NIF reached two consecutive years without a lost workday. That translates to 2,559,803 total work hours (more than 1,200 worker years) without one worker losing a single day due to injury — and the record is still growing. As of Friday, that number stood at nearly 2.7 million work hours.

See **NIF**, page 8

Birthday wishes

Former Laboratory Deputy Director for Operations Bob Kuckuck congratulates Director Emeritus Edward Teller, who celebrated his 95th birthday Wednesday at a gathering in the lobby of Bldg. 111.



MICHAEL ANTHONY/IBIS



Spotlight on science of evolution

— Page 2



Molly Lawrence remembered

— Page 3



Facilitating healthcare

— Page 7



LAB COMMUNITY NEWS

Weekly Calendar

Monday 20 The **Laboratory is closed** today in honor of Martin Luther King Jr. Day.

Wednesday 22 The Employee and Organization Development Division (EODD) is offering a brown-bag briefing for employees interested in pursuing an undergraduate or graduate degree at noon in the Bldg. 571, room 2301. This is a good opportunity for employees to learn about the Lab's **tuition assistance program**, meet others interested in going back to school and talk one-on-one with EODD staff. Space is limited; call 5-5479 to register or olson34@llnl.gov.

Up & Coming EODD has expanded the **career development training** options available for administrative professionals at LLNL. The new additions include: "Communication Styles: Building Better Work Relationships" (ED7318-A), "You're In Charge: Creating the Career You've Always Wanted" (ED7990), and "Living With Purpose and Passion" (ED7121). For additional information on these and other EODD courses, contact Marissa Mertes at 2-4842 or visit the Administrative Training Website: http://www-r.llnl.gov/human_resources/EODD/admin_profs/courses.html

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The **Lab Retirees Slide Group** will meet on Jan. 28 at 2 p.m. at the Livermore Library. Bob and Juanita Berlo will present, "Our Beautiful Coast Redwoods and Crater Lake." The slide group meets the fourth Tuesday of the month, January-June. Contact: Margi Odell, 449-7262.

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A brown-bag workshop on "**Caring for Aging Adults**" will be offered at noon on Wednesday, Jan. 29, in bldg. 571, room 2301. The workshop will be presented by CONCERN and the Lab's Employee Assistance Program as part of the Career Center's Lunch time Learning series. Pre-registration is required. To reserve a seat, contact Sharon Giovannoni at 2-5571.

Calendar benefits research

A new 13-month calendar featuring members of the Lab's Protective Forces has been created to benefit the American Cancer Society.

All proceeds from the calendar will go directly to fund breast cancer research, awareness and treatment, according to Protective Forces Officer George Martin, who developed the calendar. All of the men featured in the calendar work at the Lab and volunteered to be photographed.

The calendars are available at UNCLE Credit Union and will be offered for sale through Valentine's Day. To date, nearly 300 calendars have been sold. The group is requesting a \$13 donation per calendar, Martin said.



MICHAEL ANTHONY/IBIS

James Evans, a chemist who retired from the Lab in 1993, was the keynote speaker at the Lab's Martin Luther King Jr. celebration Thursday. This is the seventh year the Lab has sponsored an essay contest for high school seniors and presented scholarship awards to two winners. This year's event featured essay readings by the two contest winners, Evans' address and a performance by the Berkeley Black Repertory Group. Full coverage of the event will be featured in next week's Newsline.

Lab spotlights evolutionary biology

The Lab's Spotlight on Science series will feature evolutionary biologist David Seaborg, who will discuss "The Current Status of Evolutionary Biology" on Thursday, Jan. 23, at 7 p.m. at Livermore High School, 600 Maple Street.

This free community lecture will explore the current controversies of evolutionary theory, including the causes of rapid evolutionary change and evolutionary breakthroughs. Using displays of live animals to illustrate his theory, Seaborg will discuss insights on the future of evolution as well as the effects of current environmental problems on the course of evolution and species diversity. (Animals are for display only and will not be used for experimentation).

"Evolution not only explains the current diversity of species, it explains such aspects of human psychology and behavior as our courtship rituals and preferences as to what is attractive in members

of the opposite sex," said Seaborg, who is the son of Nobel prize-winning scientist Glenn Seaborg.

He is the author of an important theory that states that organisms can act as feedback systems with respect to their evolution and can play an active part in it. An environmental leader who founded and heads two conservation organizations, Seaborg is a frequent lecturer and has taught all levels of biology. He is also an award-winning poet, award-winning nature and wildlife photographer, and has traveled to more than 30 countries, viewing nature and wildlife.

The lecture series, "Spotlight on Science," is designed to address current topics in science and present them in an understandable way to the community. This is the fourth year the Laboratory has offered this series. Admission is free and the talks are suitable for anyone interested in science.

For more information about Livermore Lab's Spotlight on Science series, go to <http://www.llnl.gov/llnl/06news/Community/lecture.html> or call 422-4599.

Spotlight on Science



David Seaborg

IN MEMORIAM

William Nay

Retiree William O. "Bill" Nay died Dec. 10, in Petaluma, following a short illness. A local resident for 19 years, he was 87.

A native of San Francisco, Nay worked as a computer specialist for more than 20 years at the Laboratory, retiring in 1979.

He was a 25-year member of the Sports Car Club of America, an honored life member of the Northwest Hill Climb Association, and a member of Mosaic Lodge No. 218 F. & A.M.

Nay was the husband of the late Dr. Lucille Freuler Nay. Survivors include his children, Elinore, Lora, Janis, William E., John, James and Robert; 17 grandchildren and six great-grandchildren.

At his request, no services were held. Contributions in his memory may be made to Hospice of Petaluma, 416 Payran St., Petaluma 94952.

Newsline

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AROUND THE LAB



Molly Lawrence was known for community service

Mary Kimberly Lawrence, better known as "Molly," widow of Berkeley and Livermore Lab founder and namesake Ernest O. Lawrence, has died. She passed away Monday, Jan 6, at the Manor Care nursing home in Walnut Creek. She was 92.

Molly Lawrence's health had declined since she suffered a stroke in 2001. She moved into the nursing home last year after having spent nearly 70 years in the Berkeley hills home she and Ernest shared after their marriage in 1932.

The daughter of Dr. George and Mabel Blumer, Lawrence was 16 in 1926 when she met Ernest, who was 25, on a blind date. Dr. Blumer was then the dean of the Yale medical school and Ernest was a new member of the Yale physics faculty. She was a brilliant student with near-perfect recall who would enter Vassar College that year and go on to earn a degree in bacteriology.

She continued her graduate education at Radcliffe College, but took most of her courses at Harvard's medical school. According to her family, so rare were women students at that time, the Harvard faculty excluded her from some anatomy lectures to shield her feminine sensibilities, a bit of nonsense she never forgave.

She married Ernest on May 14, 1932 at the historic Trinity Church in their hometown of New Haven, Connecticut.

The Lawrences became a celebrity couple in Berkeley as Ernest won the 1939 Nobel Prize for



Molly and Ernest Lawrence with their daughter Margaret and son Eric in 1939 outside LeConte Hall on the UC Berkeley campus.

Physics for his invention of the cyclotron, making him the first University of California Nobel laureate. He went on to become a major figure in the development of the atomic bomb during World War II, and one of the nation's most prominent scientific leaders after the war.

He founded his radiation laboratory in 1936 which would eventually become the Lawrence Berkeley National Laboratory. And in 1952, he co-founded what today is the Lawrence Livermore National Laboratory. Molly's sister, Elsie, married UC Berkeley physicist Edwin McMillan, who also

would go on to win a Nobel prize and succeed Ernest as director of Berkeley Lab.

The Lawrences had two sons, Eric and Robert, and four daughters, Margaret, Mary, Barbara and Susan. After Ernest's death in 1958 at the age of 57, Lawrence not only raised their children but also took in two teen-aged neighbor girls when their mother died.

Even though her hands were full as a single parent, she served on the boards of such organizations as the United Way of the Bay Area, the East Bay Children's Activity Center, the Berkeley Day Nursery, and the Travelers Aid Society. She also served on the advisory board for the Lawrence Hall of Science until her death.

Molly Lawrence is survived by her sister Margaret (Peggy) Biles of Bradbury, Calif.; sons J. Eric Lawrence of Culver City, Calif., and Robert Lawrence, M.D. of Stockton; daughters Margaret Norman of Long Beach, Mary Prud'homme of San Francisco, Barbara Petit of Berkeley, and Susan

Lawrence of Berkeley; Cheryl Larmore of Alamo and Darlene Bruno of Berkeley; plus 11 grandchildren, five great-grandchildren, and many nieces and nephews.

A memorial service will be held at the Lawrence Hall of Science, 100 Centennial Drive, Berkeley, Friday, Jan. 24, at 4 p.m. In lieu of flowers or other gifts, donations may be made to the Lawrence Hall of Science. Checks can be mailed to the University of California, Berkeley Resource Development, Lawrence Hall of Science #5200, Berkeley, CA 94720-5200.

Technical Meeting Calendar

Monday
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PHYSICS & ADVANCED TECHNOLOGIES

"Perturbative Effective Theory Within an Oscillator Basis," by Tom Luu, University of Washington. 10:30 a.m., Bldg. 211, room 227 (badge required). Contact: Erich Ormand, 2-8194.

Tuesday
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PHYSICS & ADVANCED TECHNOLOGIES SEMINAR SERIES

"STARDUST — First NASA Nano Sample Return from Space," by John P. Bradley, IGPP. 2 p.m., Bldg. 123, conference room A (uncleared area). Additional details on the PAT Directorate-wide seminar series can be found on the pat internal web site at <http://www-pat-r.llnl.gov/>. Contact: Ralph Jacobs, 4-4545, jacobs6@llnl.gov

UNIVERSITY RELATIONS

"Dynamical Electronic Excitations in Real Materials: Perspective of First-Principles Many-Body Theories," by Postdoc fellowship candidate Wei Ku. 10 a.m., Bldg. 319, room 205. Contact: Edie Rock, University Relations Program, 4-4035.

CHEMISTRY & MATERIALS SCIENCE / MATERIALS SCIENCE & TECHNOLOGY APPLICANT SEMINAR

"Correlation Between Microstructure and Surface Structure Evolution in Polycrystalline Films," by Adrian Aeleni Lita, Agere Systems. 10 a.m., Bldg. 235, Gold Room. Contact: James McNaney, 3-9335, or Rebecca Browning, 2-5500.

FRONTIERS IN SCIENCE & TECHNOLOGY: QUANTUM COMPUTATION AND INFORMATION SEMINAR SERIES

"Quantum Algorithms — From Quantum Interference to Quantum Annealing," by Artur Ekert, Cambridge University. 3:30 p.m., Bldg. 543 auditorium (uncleared area). Contact: Linda Bodtker 3-0421.

Wednesday
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MATERIALS RESEARCH INSTITUTE SEMINAR

"Experiments of High Energy Density in Matter Driven by Heavy-ion Beams at GSI," by Eduard Dewald, GSI-DARMSTADT. 3:30 p.m., Bldg. 219, room 163 (badge required). Contact: John Molitoris, 3-3496, or Jan Vahlensieck, 2-6530.

INTEGRATED COMPUTING & COMMUNICATIONS DEPARTMENT

Ron Ustach, Apple senior systems engineer, will present an update of products recently

announced at MacWorld. 9-11:30 a.m., South Cafeteria. Contact: Candace Gittins, 4-4952.

Friday
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UNIVERSITY RELATIONS

"Coherent Nonlinear Spectroscopy of Single Quantum Dots" by postdoc fellowship candidate Gang Chen, Bell Labs/Lucent Technologies. 10 a.m., Bldg. 319, room 205. Contact: Edie Rock, 4-4035.

Friday
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CHEMISTRY & MATERIAL SCIENCE

"Turbulent Motion of Dislocation Lines," by Vasily Bulitov, Computational Materials Science. 3:30 p.m., Bldg. 235, Gold Room. Coffee and cookies will be served at 3:20 p.m. Contact: Tom Felter, 2-8012, or Rebecca Browning, 2-5500.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

Send your input to tmc-submit@llnl.gov. For information on electronic mail or the newsgroup llnl.meeting, contact the registrar at registrar@llnl.gov.



STATE OF THE LAB

Director's A list aligned with NNSA priorities

Director Michael Anastasio presented his “A” priority list for this year during Tuesday’s update address to employees.

Anastasio said the items on his A list are aligned with the nine performance objectives contained in the contract the University of California negotiated with the National Nuclear Security Administration (NNSA) and U.S. Department of Energy. Contract performance measures are negotiated each year.

The new performance measures reflect NNSA efforts to reduce layers of management and increase efficiencies. (See lead article page 1.) In the past, performance measures consisted of nearly one hundred pages of detailed “bottom up lists of things we have to do.”

“But now what we have begun to implement is a completely different construct, one that is top down,” he said, “where the Lab directors, the vice president of the university and leadership of NNSA have agreed to

The A List

Deliver on UC Contract joint responsibilities: <ul style="list-style-type: none">• A common UC design laboratory certification strategy• A long-term balanced, integrated stewardship program• A near-term balanced weapon program plan• A non-proliferation/counterterrorism program basis• A strong science base for strategic objectives• Successful project completions and user facility development• An effective and efficient operations basis• Recruit, retain and develop the workforce• Effective community initiatives	Lawrence Livermore National Laboratory specific: <ul style="list-style-type: none">• Meet nuclear weapon commitments and take on the NPR future• Establish and execute our RDT&E role for Homeland Security• Sustain NIF project on track; achieve first light & successful first experiments• Develop an S&T investment strategy• Survey action implementation and development of Lab workforce• Safe and secure workplace; increase operational effectiveness & Lab flexibility• Award ASCI Purple contract & continue our leadership in supercomputing• Complete the leadership team and build cross organization partnerships• Develop strategies for futures in Bio-science & Health, E&E, DoD• Evolve and implement the Site Plan
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nine high level objectives.”

As a result, the performance part of the contract has been reduced to a half dozen pages, Anastasio said. “That’s a big

change.

“This simplified approach requires more responsibility,” he said, “and emphasizes greater accountability. We’re working to build processes that will allow us to assess and demonstrate the execution of our mission responsibilities. There’s a bigger burden on us to articulate what we’ve done and how we’ve done it than in the past.”

With the help of the senior management team, Anastasio said he incorporated “the nine performance measure objectives into my A list,” adding additional high priority items for the Laboratory.

Anastasio said employees should see “flow down” from the director’s A list into the priority lists developed by the ADs for each directorate. “You should be able to see how these contractual responsibilities map into your world and your work responsibilities.”

DIRECTOR’S UPDATE

Continued from page 1

Other science and technology accomplishments Anastasio enumerated included: the signing in November of a contract with IBM to build the next-generation supercomputers at the Lab — 100 teraflop ASCI Purple and BlueGeneL; installation of the unclassified 10 teraflop Linux Cluster, and breakthroughs in the development of new materials.

Turning to operational issues, Anastasio noted the Lab’s steady improvement in safety performance, though “there’s still room for improvement.”

“It is clear that the places we can improve involve common sense,” he said. “They include repetitive motion activities and slips, trips and falls. We need to be more thoughtful about how we are doing our work. At the same time we must continue our vigilance in all our potentially hazardous operations.”

Construction of NIF is “setting the safety standard for the institution,” Anastasio said. (See page 1 article.) “We all ought to rise to that standard.”

Efforts initiated last summer to streamline operational processes have also yielded benefits, he said, notably reducing the “work for others” proposal process by 50 percent and streamlining the review and release.”

Likewise, the Integrated Safety Management System’s IWS process was simplified, bringing about significant time savings and efficiencies while preserving responsibility and accountability, Anastasio said.

External environment

Because Congress has not yet passed all of the appropriations bills funding many research and development activities, the Laboratory continues to operate under a “continuing resolution” allowing the Lab to spend at the same rate as the last fiscal year, Anastasio said.

“What that means for us — since we were expecting some growth — is that we’ve slowed down our efforts in some programs, especially in the weapons program,” he said. “One result is that we’re in a cautious period about hiring right now.”

Creation of the Cabinet-level U.S. Department of Homeland Security (DHS), which will “stand up” Feb. 1, is “good news” for the Lab, he said. “We expect that the Laboratory will play a key role in the new department. How that will manifest itself will evolve over the next months.”

The transfer of funds to the new department in March may “provide opportunities for Laboratory homeland security activities to grow,” Anastasio said, adding that the new LLNL Homeland Security Organization led by Wayne Shotts will represent the Lab to the DHS. “This is a chance for us to take on new missions, to team up across the Laboratory and show the country what we can do.” (See article on LLNL’s Homeland Security Organization, page 1.)

Turning to other changes in Washington, Anastasio said the National Nuclear Security Administration (NNSA) is consolidating operations offices in Albuquerque, Oakland and Nevada, and transforming the remaining activities into a “single service center” in an effort to eliminate a layer of management in the field. The labs will deal directly with

site offices, he said. “The net result by the end of FY 2004 will be to reduce the federal workforce by 20 percent.”

This represents a “substantial change in the relationship” to the Lab and UC, he said. “NNSA believes its role at headquarters is to establish the program goals and what it is we need to achieve at each of the sites. It is up to us to translate that into how it is done. NNSA’s job is the ‘what’ and our job is the ‘how’.”

These changes are consistent with the new performance metrics agreed to between NNSA/DOE and UC. Since last October, a set of nine performance objectives have been developed that reduce performance measure language from almost a hundred pages to a half dozen, “emphasizing Lab accountability,” Anastasio said.

Anastasio said he developed his priority “A” list to address the performance objectives in the contract and other Laboratory priorities. (See article above.)

Los Alamos

Addressing recent events at Los Alamos, Anastasio said “it’s important for us to understand the seriousness of the situation,” particularly with regard to UC’s contract to manage the national labs. “This has the potential to impact both labs.”

Noting the results of the 2001 employee survey, Anastasio said it is clear “we’re all very committed and devoted to the contractual relationship with the University of California. I understand it’s important to you and it’s important to me personally.”

Senior management along with UC is commit-

See DIRECTOR’S UPDATE, page 5



STATE OF THE LAB

Set of values will help guide Laboratory into the future

To help guide the Laboratory in the fulfillment of missions and responsibilities, Director Michael Anastasio unveiled a list of 10 “values” Tuesday developed by senior management.

At a management offsite, senior managers “carefully crafted” a set of values to define not only “how we’re going to work as a senior management team,” but also “how do we want to see the Laboratory operate,” he said.

“We tried to capture important aspects of the Laboratory and its culture, about the way the Lab is and also how we would like it to be,” Anastasio said. “Some of these reflect things as they are and some are a goal — something we believe in and that we’re going to put into practice.”

Though there was too little time for the director to elaborate on all 10 values, he did highlight a few, notably

We value

- Passion for Mission
- Integrity and responsible stewardship of the public trust
- Simultaneous excellence in science & technology, operations and business practices
- Balancing innovation with disciplined execution
- Teamwork while preserving individual initiative
- Intense competition of ideas with respect for individuals
- Treating each other with dignity
- A high-quality, motivated workforce with diverse ideas, skills and backgrounds
- Rewarding and recognizing performance
- Commitment to the collective success of the Laboratory

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tive.

“That passion is there regardless of what the focus of the mission or science and technology happens to be at a particular time,” Anastasio said. “It’s a passion not only for science and technology, but cuts across everything we do.”

But in fulfilling its missions, the Laboratory has to respect the trust placed in it by the public, he said. “Whatever we’re doing and whatever we’re passionate about, we have to do it with integrity.”

“Our circumstances at the labs are unique — an important national security mission and the way we are able to carry it out. There is a trust the country is putting in us and we have to honor that trust in a very special way if we are to keep those responsibilities,” Anastasio said.

DIRECTOR’S UPDATE

Continued from page 4

ed to “rebuilding trust in the University of California’s management of the laboratories.”

Changes in the senior leadership at Los Alamos and the appointment of Bruce Darling as interim vice president of laboratory management represent unprecedented steps “indicative of UC’s commitment,” Anastasio said.

The Laboratory has been lending support to Los Alamos and former Deputy Director for Operations Bob Kuckuck “has come out of retirement” to help UC address Laboratory management issues, according to Anastasio. “DOE and UC are very clearly holding the labs accountable for our actions. It’s essential we continue to do a good job of execution in everything we do.”

Anastasio emphasized the importance of addressing issues at the time they come up. “I urge you in the strongest terms that if there are issues that need attention that they are addressed promptly and appropriately. If you don’t think that’s happening, please bring it forward. We need to be able to deal with issues as they come up.

“No one has the expectation that we achieve perfection. That’s not the issue,” Anastasio said. “People understand that in an organization of this size, things can happen. People make mistakes and there are people who simply do the wrong thing. The real question is when those things happen, do we handle them promptly and appropriately?”

Laboratory Values

After discussing expectations for the Laborato-

ry, Anastasio presented the results from the senior management devoted to crafting a set of Laboratory “values.” (See article above.)

Workforce reviews

In this critical time, Anastasio said the workforce reviews conducted in November provided an important way to keep “our focus on people” and “maintaining a vital workforce at this institution. People are the heart and soul of this Laboratory.”

But in addition to the vitality of the workforce, Anastasio said it was “a way for me to hold my senior management and line management accountable.”

He said the reviews looked at the workforce in each Lab organization to see “where some of the gaps might be” in the mix of skills and people they have and talked about future leadership needs in both management, operational and technical areas. “We talked about succession planning and development of those leaders,” Anastasio said. “Salary management and pay equity received special attention and as well as safety and security performance were also addressed.

“We have a quality workforce, but it is also an aging workforce,” he added, noting the average age at the Lab is older than 48. “That means in the next five years about 20 percent of the Lab is going to leave.

“The challenge is to meet this need. But it’s also an opportunity,” Anastasio said, given the current economic climate “to hire exceptional individuals which will carry us into the future.”

The reviews indicated that the Lab is making progress in diversity as well as training and development, he said. In addition, many best practices were revealed across the different organizations, though “there’s always room for

improvement.”

For example, “There’s a need for more consistency in performance management across the Lab,” Anastasio said.

He called for more “integration and cross-pollination” of Lab diversity efforts and leadership development activities. “We need to share best practices. We will have a better overall result when we partner with each other.”

Future

The effort to develop an investment strategy for science and technology has moved forward under the leadership of Hal Graboske, deputy director for Science and Technology, Anastasio reported. “I urge those of you who wish to contribute to this process to get involved.”

He said there are teams of people in each directorate working on the development of this strategy and welcome everyone’s good ideas. Initial results are expected to be rolled out in April.

Though the nuclear posture review by the Bush Administration was conducted almost a year ago, its implications are still being worked out, Anastasio said, adding a conference is planned later this year to discuss the “future direction of nuclear weapons activities.”

In concluding his presentation, Anastasio said, “I’m very proud of this Laboratory and its great people. There are some very special challenges for us right now. But if we all focus on doing our jobs well, this Laboratory will continue to perform at the high level I expect and in the tradition of our 50 years.”



CLASSIFIED ADS

See complete classified ad listings at
<https://www-ais.llnl.gov/newsline/ads/>

AUTOMOBILES

1998 - Mustang GT coupe 4.6L, loaded, leather, low miles, excellent condition, \$13500 OBO 925-640-9068

1986 - Red Chevrolet S10 with New Motor; New Brakes; New Tires; CD Player and Automatic Transmission; \$2200. 209-239-4979

1986 - Lincoln Towncar 70,000 loaded two tone blue. 1600.00 or best offer. 925-606-8533

1995 - Mercury Villager, ex. cond. with new tires and service records; one gentle driver. White w/blue interior, very clean. Asking \$5K (KBB \$6.6K) 925-846-9515

1989 - Ford Thunderbird mechanic special V-6, AOD, AC \$400 209-957-3289

1998 - Pontiac Grand Prix SE. 4 door, white exterior/grey interior. 136K miles. New tires, brakes/rotors, struts. Condition-good. \$4500 obo 925-455-0577

1998 - Ford Mustang GT, automatic, leather, AC, CC, PW, PD, 43K, silver/black.Fully Loaded,\$12,500 obo.925-456-6300

1993 - Ford Taurus (light teal). ~72k miles. Runs good. \$2,500 or BO. 209-334-1006

1988 - Honda Accord LX 4 door automatic, dark blue, excellent transportation car, reliable, good condition inside and out, must sell \$1500 obo 925-443-8264

1992 - Dodge Spirit LE V6 Blue, 116K miles, auto, PWR seat, windows & locks. Almost new tires. AC and tilt wheel doesn't work. Good winter car. \$1000. 925-447-1676

1996 - Mercury Tracer, Green, Standard Trans., Getting rid of second car. \$2200 o.b.o. 510-845-5890

2000 - Nissan, Xterra, 4WD, AT/PS/PW, Cruise/tilt, Air/CD/roof rack/running boards. 40K miles \$17,499 obo. 925-447-9344

1965 - Mustang coupe 3spd All new under-careg drive line, Rebuilt 302 runs strong needs paint.if you have the time I have the car. 3,500.00 O.B.O 925-757-8726

1997 - Jeep Wrangler 4x4, 36K, 6 Cyl, 4.0 litre, a/c, p/s, cassette, towing package, alloy wheels, wide tires, \$14,000. 925-443-5552

1998 - Jeep Wrangler, 45K miles, green, hardtop, 6-disc CD changer, cruise control, heat/air. Excellent condition! - \$14,500 OBO 925-240-9848

1971 - Plymouth DUSTER Sport Coupe 68k orig. miles on slant 6 engine. 100% original except new tires and battery. Excellent condition...\$3,500 OBO 530-521-5767

1984 - honda civic, one owner. \$1600/obo 925-447-6218

2001 - Toyota MR2 Spider, 40,000 miles, all leather, carbon fiber dash, Lolack, fully loaded. Excellent condition. Must sell - \$23,000 obo. 925-634-8162

1971 - Porsche 911 Targa, Black, Runs but needs some brake and interior work. Over \$7500. invested sell for \$4600 OBO 925-443-4895

1985 - Mercury Cougar 302ci V-8 TB Injection, 20-25 mpg. AC, PS, PB, PDL, Cruise, Power Drivers Seat, New tires. CD with Premium Sound. Clean \$2,900.00 209-835-6662

1989 - Jaguar XJ6 40K original miles Asking \$4,500 209-835-7127

1994 - BMW 325i Maroon 137K AT/AC Moon Roof, new tires Asking \$10,500 209-835-7127

1997 - Mazda miata, 47000 mi., w/Hardtop, new ragtop w/glass window, \$10500. 925-443-1387

1953 - Studabaker roadster fireball v8. Free to good home. First come first served. 925-449-5626

AUTOMOBILE ACCESSORIES

Stock wheels off 2001 GMC Sierra 16inch Excellent cond. Make offer. 209-576-7892

Parts washer, 30 gallon tank, work light, spare pump. \$75.00 925-449-9038

Absolutely unused Michelin tire for small car, 175R70x13, fits VW Jetta, asking \$50. Seen as store purchase for \$75 408-578-1792

Lumber rack for short bed truck, like Chevy S-10. \$50 925-447-8557

Lexus stainless steel coffee commuter mug. Brand new. Paid \$20+. \$10. 925-648-0671

Triumph TR3 convertible frame and tonneau cover make offer. Volvo 142 seats and side doorpanels make offer 4 15 inch trim rings \$20.00 925-447-7768

Tires & Rims. Brand new Firestone Wilderness 265x70x16 tires with rims off of a 2002 GMC Yukon. Only 200 miles. \$400.00 925-606-4363

One new 14 x175/70 Michelin A4 TIRE mounted balanced on 4 bolt Ford Escort RIM, (fits other small cars) only \$25- This is a \$70 tire! 925-447-7070

BICYCLES

BMX Mach 1 racing bike good condition. 150.00 925-606-8533

Boys 20in 6 speed Murray Outback mountain bike. very good condition. \$35 925-443-8886

Women's Bikes, Fair Condition, good for use here on site \$25.00 Ea. OBO 925-443-4895

ELECTRONIC EQUIPMENT

Pentium class 500 Mhz PC, 128K Memory, 2gig & 1 Gig HD, MS Office, CDROM, Ethernet, modem & sound cards, clr monitor. Excellent condition \$375. 925-292-7799

Three used xbox games; Harry Potter, Blood Omen 2, Spy Hunter. Sold separately, or all three for \$90/best offer. 925-803-1828

KLH pair 3 way tower speakers.\$100. obo. 925-778-7433

MAC Performa 474 - 15 in. Color Monitor, Mouse, keyboard, External CD drive \$40 925-625-5522

GIVEAWAY

3 year old Rottweiler, male, good disposition, healthy, needs training 925-447-0747

1973 240Z Engine and Auto Transmission. Complete. 925-443-2745

Rowing Machine, TrimLine, multi-action, fine condition. 925-447-7082

FRIDGE, Gold color. Freezer on top, roughly 15 cu, works great but I do not have room for it anymore. You haul it and it is yours. 925-443-2172

Free moving boxes. 925-447-1676

Free cultured marble bathroom counter with double sinks and fixtures. Excellent condition (from a 3 yr old home). 73.5 in x 22 in. 510-351-0969

Whirlpool washer, runs, but leaks small amount of water intermittently. You haul from Livermore. 925-443-3326

Free console color TV. Circa 1980 24-inch RCA Colortrak works okay. No remote. You must pick up. 925-443-2243

We have used moving/storage boxes. Call to make arrangements for pickup. 925-680-7444

1979 KZ1000 motorcycle engine. Complete. 925-449-5626

HOUSEHOLD

Oak table, 2 leafs, 8 chairs, with matching hutch. Great condition. Paid \$6,000 asking \$2,000 or best offer. Have pictures. 925-566-6162

Oak table w/5 matching chairs. Table 60 in. x 36 in. when both 8-inch drop leaves are raised. \$250. 925-443-3978

Navy blue velour loveseat and couch, \$200 925-443-1714

German made old vintage top portion of credenza 63in x 28in x 14in. Curved bevelled glass. Very finely carved walnut wood-work. 925-337-0241

Refrigerator- Kenmore 20 cu/ft upper/lower, almond color,very good cond. \$75 obo 925-443-2745

Dresser drawer -- solid wood, pine, 4 large drawers, light brown finish. Approx dimensions 50x35x20. Good condition. \$75 or best offer. 925-251-1571

GREAT ROLL-TOP DESK (dark stained) looking for a new home. In excellent condition! \$200. 925-455-5245

Newtone Food Center, like new: built-in power unit, power post with all accessories: Juicer, grinder, shredder, blender, mixer. 925-634-4831

Boys Pants, almost NEW. Size 12+14. \$5 ea or 5 for \$20 925-443-8886

GOURDS, Dried for sale, Assorted varieties for Craft use. 925-455-1776

Espresso maker. DeLonghi -- Caffè Italia. \$15 925-855-8070

Refridgerator - KitchenAide Energy Efficient, 17.1 cu.ft. Almond color. Like new. \$500.00 510-568-2682

Twin over full bunk style bed with mattresses. White tubular metal. \$50.00 925-580-8999

Queen sofa bed, mattress excellent condition. Muted pattern, goes with most everything. \$250 obo. 925-447-9344

Detecto scale. Platform (doctors office) scale with height gauge. White \$35. 925-455-9329

Oak table with leaf and 4 chairs. \$275. 925-447-3780

Scandinavian student bedroom set includes desk, trundle bed, bookcase and dresser. IKEA like but older. Easy to move. \$200 925-837-4097

Antiques, oak secratery, oak armiours (3), hump back trunk. Starting at \$150. 209-606-6445

Excalibur flour grinder/mill. Wood exterior with ash maple stain. \$100 925-447-3432

Mini-blinds for eight windows of various size, \$40 for all. Vertical blinds for 8 foot wide sliding door \$30. 925-455-8609

CARDBOARD BOXES, STURDY moving/storage: Big and Bigger: 40 for \$50, Wardrobes: \$6 925-846-5060

LOST & FOUND

Lost-Nike Wrap around sunglasses during 12-23 thru 12-27 between parking lot D-2 and Bldg 315. Call 2-0556 925-447-8890

MISCELLANEOUS

Country style couch w/wood claw feet. Tan & soft floral pattern. Excellent cond. \$300. Pine coffee table & end table. Good cond. \$200. Have Pics. 925-566-6162

BowFlex with a lot of extras 1100.00. We will deliver. Great condition like new! 209-892-2369

Scroll Saw, Craftsman, 16in. Direct Drive, 1700spm, 7/8in. stroke lenth, 2in. max depth, used 3 days, \$121.00 new, \$95.00 OBO 925-447-0747

Must sell! 14c gold 3 Diamond cocktail/engagement ring. Custom. Retail \$2500 will sacrifice for \$950 obo. 209-634-3622

Garage Sale, 8am Sat. Jan. 25, 1984 Monterey Dr Liv. kids clothes, toys, sofa bed, glass dining table, rocking chairs, chest drwrs 925-443-6531

50 Used 12ft 3-legged wooden picking ladders in good condition.\$20.00 each. 209-892-6993

BARLEY straw, Keeps your fish or decorative ponds algae free. Any size available. 925-455-1776

CRAB FEED TICKETS. Aahmes Shriners Novkeps @ Centennial Hall, Hayward, 2/21/03. \$25 ea. Live C/W music, dancing, prizes. Call between 5PM and 10 PM. 925-449-5667

New Motorcycle jacket (First Gear) only worn three times.paid \$280.00 will sacrafice \$100.00 Black,Grey,White 925-757-8726

Victrola record player, sounds and works great, cabinet needs restoring. \$50 925-447-8557

Sink, Kohler cast iron kitchen sink. Two basin Executive Chef model. Tile in. Used, in excellent condition.White. \$35 925-455-9329

Baby Crib, Bassett, Hardwood Frame, New Condition, \$200/offer. Tire Chains, 2 Sets for 14 or 15 inch wheels, \$10/set 925-447-6819

THOMAS KINKADE Artists Proof 3/385 Edition Cottage and Bridge Scene, Very Peace-full/Serene.Double Matted and Framed. Great Valentines Gift \$460. OBO 925-443-4895

Exercise Bike, Recumbant, Vision Fitness R2200 - \$600.00 O.B.O. 209-952-5048

Peg Perego Stroller. Blue, white & green plaid. Weather boot & reversible handle. Great condition. \$50.00 925-606-4363

Mercury vapor yard security light. Covers up to 10,000 square feet. \$20. 925-455-8609

MUSIC INSTRUMENTS

Red Fender Stratocaster guitar. 3 single coil pick-ups. Rosewood fretboard. Great finish! Gig bag & stand included. \$175/obo. 209-832-2790

Bruenn upright piano, hand carved design with velvet covered stool. \$750 OBO to loving home. 925-997-4047

Piano, Wurflitzer Spinnet - \$1000.00 OBO. 209-952-5048

PETS & SUPPLIES

Reptiles: 2 corn snakes - 1 orange, 1 albino. reptile cage and stand plus all accessories. Snakes alone: \$50; complete set up: \$90. 925-399-5872

Free cat. Friendly, quiet, male, fixed, well mannered, apparently well house trained. Help, if my landlord finds out, I am toast. 925-245-1315

Loving cat free to good home. Please call - 925-516-9293

HAY for sale, Excellent quality for horses and other livestock. Call Richard 925-455-1776

Horse Boarding, \$65.00 month, stalls w/runs, and pasture available. On 100 acre ranch, lots of trails. Call for details! 925-381-2359

Western pleasure show saddle. One of the last saddles made by Rowell. Berry pattern silver. Matching breast plate. \$2,500 or BO. 925-449-1128

RECREATION EQUIPMENT

Antique pool table, refurbished, coin operated optional, all other pool playing accessories included, plus antique budweiser light, \$2000. 209-836-0249.

Snowboard, Burton, w/bindings. \$200/obo 408-768-5070

2 Lift Tickets for Northstar Ski Resort. No restrictions. \$25 each. 209-832-1321

Gun safe, 32wX29dX60h, also store jewelry, valuables, and important papers.\$725 obo. call Craig, 925-778-7433

Mens TopFlite Tour Irons RH 2yrs old. Moderate wear 3-pw. Graphite shafts. First \$175 wins. 925-371-8015

Downhill Skis Dynastar 203cm with bindings good condition \$35bo 408-578-1792

Sargent custom seat for BMW R1150 RT. Retail \$350 sell for \$150. Please call after 5pm. 925-484-0909

Cleveland TA-5 Irons 3-W, Ping Huffer Bag, and Callaway Steelhead III Woods 4 & 7. \$400. Please call after 5pm. 925-484-0909

Heavy Nylon Nike Ski Bag, Dark Blue, Brand New \$35.00 OBO 925-443-4895

49er NEON sign, not used much, \$100. 925-249-1786

POOL, round above ground ~2yrs old complete w/ pump, covers, toys etc. Great deal for the first responder. 100.00. 925-449-5626

Deluxe one-person trampoline. Excellent condition. \$40.00 or best offer. 925-449-1128

RIDESHARING

Express your commute, call 2-RIDE for more information or visit <<http://www-r.llnl.gov/tsmp>.

Manteca - Working 9/80s? Ride with us four days a week. 209-823-8309, ext. 2-8669

Lafayette - LaMorinda Vanpool (also Walnut Creek stop at Rudgear Rd), reclining seats, reading lights, 7:45-4:45, \$100/mo (pretax reduction available) 925-943-6701, ext. 2-3005

Orinda - Lamorinda carpool seeks 4th rider/driver. Lab hours 8:10am-5pm. Departs from near St. Stephens and Highway 24. 925-253-0498, ext. 2-9823

SERVICES

RYER DUCT CLEANING-EXCELLENT RATES 925-487-2246

Modeled wildlife photography near Yosemite, May 2003. Call for details. 925-625-3350

SUPPORT GROUP for BETTER RELATION-SHIP! CoDA Meets Tuesday Noon B571/R2016 Just come or Call for Info: 925-447-7070

SHARED HOUSING

Livermore - Share3bdrm2000sqft home5acre,quiet rural loc.great views,10min to lab, lrg furn bdrm,walkincloset,pantry,spa,garden,open& airy\$699+1/3util 925-784-8383

Livermore - - 1 Room for rent in a 3 bedroom house. \$550/mo + 1/4 utilities. Deposit \$550. W/D, N/P. Please call with questions. Thanks! 925-895-8868

Discovery Bay - Room for Rent (three bedroom house) Location: Discovery Bay, CA Distance from lab: 25 minutes Cost: \$500 a month 925-548-4518

Springtown - Share 3 bedroom, 2 bath house. 1-2 roommates needed. Rent \$450-\$700 + utilities dep. on # roommates. No smoking, no pets. Full privi 925-980-6478

TRUCKS & TRAILERS

2001 - Coleman Santa Fe Tent Trailer. Sleeps 7,awning,scrn rm,elec lft,3way refr,wtr htr, frcd air htr,in/out stoves, lot more extras. \$8000.00 408-243-6331

1998 - Chevy 1500 Silverado, Ext Cab 4x4, Calif Concepts Package, New tires, Lifted, Leather, Power, Moon Roof, 3rd Door, 48k miles, loaded. \$19,500 209-823-4034

1990 - Dodge pick-up, RAM/LE 3/4 ton, 318 V-8, automatic (rebuilt), P/W, P/B, New Paint \$2900 b/o 925-443-2745

1986 - Ford F150 XLT, newer tires, camper shell, low miles on factory rebuilt engine. \$2,000.00 OBO 925-803-7627

1979 - 23 ft. Class C Motorhome, 23K Miles, Sleeps 6,Comes with all kitchen supplies and linens, Recently smogged, Good Condition \$4300. OBO 925-443-4895

1979 - Chevy Suburban 4x4 silverado, fresh 400ci, auto, new exhaust, many extras. Tranny seals leaking but runs great. Needs a little TLC 2000.00 925-449-5626

2000 - Ford Ranger XL, Excellent Condition! \$6,820 4-Cyl, 2.5 Liter, 5 Speed Manual >40,000 Mi. AM/FM Stereo,Dual Front Air Bags, Bed Liner! 510-714-5149

VACATION RENTALS

Las Vegas, 2 bedroom, available 3/7-10/03, 3 nites, \$105/a night. One bedroom, available 11/9-13/03, 4 nites, \$60/a night. Dates flexible. 209-239-3918

SOUTH LAKE TAHOE - 3 Bedroom 2 Bath Chalet, nicely furnished, all amenities, close to all skiing. RESERVE NOW FOR SKIING! 209-599-4644

Solana Beach/Del Mar - Oceanfront condo, Sloana Beach/Del Mar, Deluxe 2br.2ba.,tennis,pool,jacuzzi,gated parking,fully equiped, San Diego attractions 925-443-2271

Maui, HI - Kahana Reef oceanfront 1BR/1BA condominium. Beautiful two-island view, oceanside pool, and BBQs. Low LLNL rates for year-round reservations. 925-449-0761

North Lake Tahoe - :Tahoe City, 3 bdrm, 1-1/2 ba twnhse, all amen. Close to ski resorts, spa, slps 6. \$300 wknd, \$650 Week. 925-672-5130

South Lake Tahoe - Large comfortable home just minutes from sking and casinos. Many amenities newer furniture mid week rates 925-484-3162

WANTED

Rented THE SOPRANOS 1ST SEASON Disc 1, got hooked, would like to borrow the boxed set to see the rest. 925-485-1988

Video of the January 5, 2003 49ers vs Giants NFC playoff game. 209-832-1321

STEP for Step Aerobics 925-443-2172

Monitor for a pc is needed for a student. 209-786-2245

Would like to meet people who build wooden ship models as a hobby. 925-706-7444

Silver Christmas tree with color wheel light. 209-830-8063

WANTED: Old stereo equip., speakers, vacuum tube equip, tubes. 925-443-2954

Health care facilitator benefits employees, retirees

By Elizabeth Campos Rajs

NEWSLINE STAFF WRITER

Lab employees and retirees who have been trying to resolve frustrating medical insurance issues on their own now have an advocate to back them up: Johnetta Jones, the Lab's new health care facilitator.

Jones, who joined the Laboratory in September after 15 years in the UC Office of the President, has already successfully resolved several long-standing issues for a couple of employees, including one who had been seeking reimbursement on a two-year-old medical claim and another who was frustrated in his attempts to get approval for a new doctor for his ill wife.

"I get such a good feeling when I'm helping people," Jones said. "It is so rewarding to know that I've done something worthwhile to help someone. This is a great job."

UC's Health Care Facilitator Program was started at UC Berkeley a couple of years ago as a pilot program. It was initiated by several UC organizations, including the University Faculty Welfare Committee, UC emeriti associations, UCB Retirement Center and UC retiree associations.

"It was so well received, it has been expanded throughout the UC system. There was truly a need to help employees and retirees who were having problems resolving long-term medical issues," Jones said.

As of this month, the only location without a health care facilitator is Office of the President but the position has been posted. There is now a health care facilitator in place at every other UC campus and laboratory, she added.

"As facilitators, we are advocating for people

who need help with medical issues and questions. But it's not for standard questions that can be answered by calling a Benefits representative," Jones said. "When you've reached a point that you're not getting any assistance and you've done everything you can do, then it's time to call your health care facilitator."

Jones has a growing stack of case files on her desk and her call volume is starting to pick up as employees are becoming aware of her position.

"Some of the callers are so glad that they now have someone to help them. Others are frustrated when they first call, but they're also relieved to have someone helping them. Most have been trying to work it out on their own for a long time," Jones said. "I work with them. I try not to do everything. I'm here to empower them and to show them how to use the system."

She provides confidential, one-on-one assistance for employees and retirees, and it's her job to help people obtain the full benefits and services available from their UC-sponsored medical plans.

With the addition of the Health Care Facilitator Program, the Lab's Benefit's Office is taking on the added responsibility of helping LLNL retirees and survivors with their health care issues, said Benefits Office group manager Valerie Gen-



JULIE KORHUMMEL/NEWSLINE

Johnetta Jones

try. Previously, retirees had to call UC for help in this area. Retiree health care issues tend to be more involved because they are often complicated by the fact that they are enrolled in Medicare, she explained.

"We are anticipating that Johnetta will be very busy once employees and retiree know that she is available," Gentry said. "This is a very valuable service that is long overdue and will be very well received by everyone."

Prior to joining the Lab, Jones worked on the One-Time Service Credit Allocation program in the UC Office of the President. It was a detail-oriented job that she enjoyed, but once she saw the posting for

the Lab's health care facilitator, she knew it would be a good match for her.

"It gives me the opportunity to interact with people and to assist those who are not getting the attention that they deserve and need," Jones said. "I find pleasure in providing a service that is needed and appreciated. I think I have the personality for it. When I'm on the phone, I try and think of every caller as someone I know personally."

For more information about the Lab's Health Care Facilitator Program, go to <http://www.llnl.gov/llnl/02employment/benefits/benefits.htm>

Jones can be reached at 2-9955 or jones173@llnl.gov.

Wide range of classes now just a click away

Are you having difficulty finding the time to take those courses you need to stay current in your job or did you make a New Year's resolution to broaden your qualifications?

If the answer is "yes," a solution is as easy as typing and clicking <http://ulearn.llnl.gov> for computer and information technology courses or <http://edd-server.llnl.gov/skillssoft/index.html> for professional development courses.

Try the Laboratory's online learning center, U-Learn, which now offers employees more options and enhancements that make online education and training even more convenient. There is no fee associated with U-Learn courses.

U-Learn is now available to all employees from home or work using their own Internet Service Provider (ISP). Employees can still access U-Learn from their ISDN, OTS, VPN, or IPA/WPS accounts.

To use U-Learn after hours, employees must agree to the Employee Usage Policy, which explains the Laboratory's policy for Limited (bi-weekly paid) and Unlimited Time (monthly paid) employees accessing U-Learn after-hours.

U-Learn offers courses in Windows 2000, Office 2000 and XP, Internet, Linux, Networking, Project Management and Unix. A full listing of course titles and descriptions are available on the Website. In the next month, U-Learn will be adding an additional 145 titles to the site.

Online learning offers many advantages. First is the ability to bookmark progress in a course. This allows employees to access a course for short periods of time, "bookmark" their progress and return to where they left off at a later time.

Another feature is the ability to streamline learning. Employees can take a pre-test to assess their current abilities. After taking the pre-assessment students can customize a course

to cover only those areas that need to be reviewed or improved.

Other features and enhancements include:

- The capability for Macintosh and Unix users to access the courses without using the Win-Frame emulator or a plug-in. Most of the 155 courses are cross-platform, which means that they can run without a plug-in or without an additional software package installed on your computer. The exception to this feature is the

"e-3 New Generation" courses that will still only run on a PC. These course titles are identified on the U-Learn Website.

- For PC users, U-Learn has the capability to download courses to your desktop or laptop. This allows the user to

take courses without an Internet connection. Once the user reconnects to the Internet, course progress can be easily transferred back to the server.

U-Learn is sponsored by the Lab's Continuing Education Committee and was created as a way to make training more accessible, particularly for those employees who cannot break away from their schedules to travel to a classroom. The online learning center has been continually enhanced since it was originally rolled out in March 2000.

New users can get a login ID and passwords by going to the U-Learn Website and clicking on the "registration" button. Technical support for U-Learn is available at 4-HELP (4-4357).

For more information about U-Learn, go to <http://ulearn.llnl.gov> or contact Leslie Positeri at 3-3008 or positeri1@llnl.gov.

U-Learn and Professional Development Web course sites were developed separately by different companies using different technologies and, consequently remain separate sites. However, the companies merged last fall and the Web sites will be merged within a year.



Lab launches Web-based 'paperless' hiring system

The staffing and Employment Development Department (SEDD) is launching a new institutional recruiting and hiring Web-based system, LHire. Implementation of this system will be phased with the initial rollout beginning on Tuesday.

"We are bringing a best-in-class tool to the Laboratory that will give us a competitive edge in recruiting and employing top talent. Through the coming year we will be implementing additional developments and capabilities that will further enhance our processes and activities," said Marina Gonzalez, Recruiting & Employment Division leader.

This system will streamline employment processes with the goal of creating a "paperless" process. LHire provides self-service applications that will give hiring organizations direct access to resumes, assessment tools, and application status. Applicants will be able to register on-line, maintain an account of jobs applied to and check job status. This system replaces Resumix, the current applicant tracking system, as well as the Informed Filler (6440) forms that hiring organizations are currently using to request and hire personnel.

SEDD has been collaborating with each of the directorates to test and demo the system. Training for users will be coordinated through each of the directorate points of contact. Several open forums have been held for the Laboratory community to learn more about LHire and the changes that are being implemented. A dedicated help desk has been established to assist system users as we make this transition to LHire. This number will be published after Tuesday's roll-out.

Overview demos have been scheduled for administrators, supervisors and managers throughout January. One-hour demos have been scheduled for every Friday at 2 p.m. and Wednesday at 9 a.m. in Bldg. 571, room 2301. Seating is limited to 30 people. Please RSVP, cunningham25@llnl.gov or 3-6034 for details. The next demo for employees providing an applicant's perspective is scheduled for noon Monday, Jan. 27, in Bldg. 571, room 2301. This session is sponsored by the Career Center's Lunchtime Learning Series.

Contact the Recruiting & Employment Division Office for more information at 3-6034.



THE BACK PAGE

HOMELAND

Continued from page 1

Stoutland, who is also the deputy leader for programs for the Counterterrorism and Incident Response Division. Previously, Stoutland led the Chemical and Biological National Security Program within the Department of Energy.

- System Analysis and Studies, which will be directed on an acting basis by Richard Wheeler. Wheeler is currently the manager of the Homeland Security Analysis Program within the Counterterrorism and Incident Response Division.

- Information Analysis and Infrastructure Protection, which will be led on an acting basis by C. Wes Spain. Spain, a national security analyst, was recently named principal deputy division leader for the Laboratory's International Assessments Program (Z Division).

- Border and Transportation Security, which will be directed on an acting basis by Donald Prosnitz. Prosnitz has served for the past three years as the first-ever chief science adviser to the U.S. Attorney General and the Department of Justice.

- Emergency Preparedness and Response will be led, also on an acting basis, by Harry Vantine, who also leads the Laboratory's Counterterrorism and Incident Response Division.

In addition to these six programs, the Homeland Security Organization will contain elements devoted to building and expanding relationships with partners in the fight against terrorism, such as industry, universities, and federal, state and local government.

"It is important to get out the best tools to the first responders as soon as possible, and we will need to be in close cooperation with our partners in universities, industry and government to do that," Shotts said.

Betsy Cantwell, a section leader in the Laboratory's Microtechnology Center, has been selected as acting leader for Industry Relations in the HSO. Cantwell is completing work in the Wharton MBA for Executives Program.

Laura Gilliom, who currently manages the LLNL University Relations Program, will oversee the HSO's university relations effort on an acting basis. In her new post, she will work to develop new homeland security-related collaborations with universities and colleges.

The HSO will also include administrative, business and financial management that will help define the relationships among the Laboratory, the University of California, the National Nuclear Security Administration and the Department of Homeland Security.

Named to interim assignments in these areas are Sarita May, for program planning, Bonnie Zucca for financial management, and Ed Cunniffe, for business operations, who is also department head for Procurement and Materiel.

As part of LLNL's continuing support to the new Department of Homeland Security, two LLNL employees — Mike Carter and Greg Suski — have been working in the nation's capital since last fall, providing assistance to the department's transition planning office.

The new appointments by Shotts represent a second phase in the building of Laboratory's new HSO. In December, Shotts was named acting director of the Homeland Security Organization by Laboratory Director Michael Anastasio. At that time, Shotts named two acting deputies — Prosnitz, for Strategic Plans; and Vantine, for Programs.

NIF

Continued from page 1

"This puts NIF on a world-class safety level," said Ed Moses, NIF project manager. While Moses says the NIF team is extremely proud of its accomplishments, he is quick to emphasize the mission is far from over. Although NIF has gone from an average to a superior safety record, with a calendar year 2002 national safety standard rate of 1.38, talk to anyone on TeamNIF and they will quickly proclaim, "The goal is 0."

NIF is working toward a goal of zero injuries requiring treatment beyond basic first aid.

"Safety is the most important goal of the NIF Project," said Moses. "It is a way of life for all of us."

Moses credits NIF's safety milestone to the project's line managers, project safety managers such as Arnold Clobes and George Stalnaker, the management of Jacobs Engineering as well as Hazards Control Team 2. Two years ago the project made a decision to bring in a safety professional, Stalnaker, who has 27 years experience in the private sector at Dupont. Partnered with Clobes, who has extensive operations experience, the two have worked closely with the entire TeamNIF to integrate safety into every facet of the project.

Two years later the NIF Project has "a team spirit and pride in its safety," said Clobes. "We have earned a 'Perfect Year Award' from the National Safety Council and national distinction from the Construction Users Round Table. More importantly than the record and awards, all members of TeamNIF are leaving the site to be with family and friends free from serious injury."

Equally impressive is the fact the safety record has been achieved during a time of intense activity that saw completion of the conventional facilities, construction of the beampath infrastructure system in the laser bays, switchyard 2 and the target bay, and laser commissioning activities in Laser Bay 2. This culminated in laser operation that exceeded the first light goal with 43 kilojoules from the NIF Early Light (NEL) quad a few days before the holiday break.

"This safety record is the result of total involvement, from every worker as well as the entire line management chain," explained Clobes. Starting with vision and commitment, TeamNIF continuously strives toward a safe environment by clearly stating its objectives, setting expectations, establishing accountability, continuously reviewing and authorizing the work, implementing safe plans of action, verifying the processes, and actively soliciting feedback and improvement. "Continuous safety improvement works at NIF," said Clobes.

"We walk the talk," summed up Stalnaker. "Safety is something everyone takes seriously and everyone is appreciative that so much care is put into ensuring their safety."

Now the rest of the Lab is starting to take notice. With safety so prevalent and results so impressive, Director Michael Anastasio announced earlier this week that "NIF is setting the standard for the institution, and we can all rise to that standard."

While safety is put into practice throughout the Lab, nowhere has that become more prevalent than at the NIF site. Workers wear badge lanyards reminding all that "safety is no accident." Person-

al protective equipment such as safety glasses/shoes and hardhats must be worn at all times on the NIF site. For any outsider to get on the site, he or she must view a safety video and then don protective gear. There are banners and placards at every corner reminding NIF team members to work safely.

Workers go through safety training and refreshers beyond the requirements of his or her particular craft — everything from lockout/tagout procedures to working in confined spaces, fall protection, working on scaffolding, electrical training and lifting heavy loads.

Even safety professionals from outside industry are now looking to NIF. Moses recalls a safety review in which one outsider told him he was rewriting his safety book because of the best practices he learned at NIF.

Moses believes the NIF safety record, set largely by the construction teams, will have a tremendous carryover effect as NIF moves from a construction project to commissioning and operations. Already he sees safety principles established by construction crews carrying over to everyday operations.

"Our attitude toward safety will not end once we bring experiments to NIF," said Moses. "No one is ready to rest on his or her laurels. We will work to keep safety to be the number one priority on everyone's mind."



REGENTS

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Security Administration (NNSA) and DOE.

Bruce Darling, new UC vice president for laboratory management, told regents that the university is taking strong measures to address problems at Los Alamos. Making his first appearance before the regents as interim director of Los Alamos, George "Pete" Nanos said he would work aggressively to fix the problems at LANL and restore its credibility.

Lab Director Michael Anastasio and Lawrence Berkeley Lab Director Charles Shank also attended the meeting.

Richard Atkinson, UC president, announced the

creation of an oversight board made up of regents, scientific experts, veteran UC adviser Sidney Drell of the Stanford Linear Accelerator, and UC San Diego Chancellor Robert Dynes. The board will meet monthly and bring in other people as needed to help resolve the problems at LANL.

The UC President's Council on the National Labs, a council that advises Atkinson on laboratory issues, is also being strengthened.

Atkinson reaffirmed the university's commitment to the contract to manage the national labs in a letter distributed to employees via an e-line Thursday afternoon.

UC intends to be open about problems at the Lab and the measures the university will take to correct them, Darling told regents.

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